

Maternity and Parental FAQs

Maternity benefits

What are the maternity benefits?

Beginning Mar. 1, 2018, as part of short-term disability coverage, birth mothers can receive up to ten weeks of pay at 100 percent for maternity leave. The maternity benefit applies to birth mothers who:

- Begin their maternity leave on or after Mar. 1, 2018; and
- Give birth on or after Mar. 1, 2018

Who is eligible for maternity benefits?

Full-time hourly associates who have worked for the company at least 12 months, and salaried associates at their date of hire, are eligible for maternity benefits.

Here's how eligibility works:

- File a leave of absence claim with Sedgwick
- Work with your manager and facility people partner on your leave plans
- Determine if you'd like to use available PTO to get paid during your seven-calendar day waiting period
- Enjoy your paid time off after the birth of your baby!



As a full-time hourly associate, how much will I get paid while on maternity leave?

Prior to your leave, we'll average your past 26 pay periods to determine how much you'll be paid while on maternity leave. For example, if you averaged \$450 per week over the past 26 pay periods, then you'll receive \$450 for nine weeks while on maternity leave. If you'd like to get paid during the waiting period, you are welcome to use your available PTO.

What happens if I have complications and cannot return to work after the ten-week maternity leave ends?

If you are unable to return to work following your ten-week maternity leave due to your own medical condition, additional short-term disability may be available to you. You'll work with Sedgwick while on leave to receive more details on qualifying and receiving short-term disability benefits once your maternity leave is up.

May I use my PTO while I'm on maternity leave?

You may use your available PTO to get paid during the maternity leave short-term disability waiting period. Otherwise, PTO is not available for use while on short-term disability.

How do maternity benefits work with paid parental benefits? Can I use both benefits while I'm on maternity leave?

Yes! Maternity and parental benefits may be used for your leave. You'll use your maternity benefit first, and then the parental benefit. Here is how it works:



I had a baby in Dec. 2017. May I receive the new paid maternity benefits now?

In order to qualify for the enhanced maternity benefit, an associate needs to give birth on or after Mar. 1, 2018. Retroactive payments are not available for associates who gave birth prior to that date.



Are there limits on how many times I can receive maternity pay? What if I have babies close together?

There are no limits on how many times you can receive maternity benefits while you work for Walmart.

If I have twins, may I receive a longer time off period through the paid maternity benefit?

For mothers of multiple births, maternity benefits are available for ten weeks paid at 100 percent. However, you may be eligible for additional paid time off through short-term disability, if you are unable to return to work due to your own medical condition after maternity benefits end. And, remember, you may also be eligible for paid parental leave of six weeks.

Are maternity benefits available in locations with state paid disability benefits?

Yes. Your Walmart maternity benefits will work with in combination with state disability benefits. We'll have more details on this coming soon.

Parental benefits

How does paid parental leave work?

Beginning Mar. 1, 2018, eligible associates can receive protected paid leave when they take time off due to birth, adoption or foster-care placement. Here's how it works:

- Up to six weeks of pay at 100 percent
- Available for continuous use within one year of birth, adoption or foster-care placement
- For birth moms, parental pay may begin after maternity benefits for a total of 16 weeks paid leave benefit

Who is eligible for paid parental leave?

Full-time hourly with 12 months of service, and salaried associates at their date of hire, are eligible for paid parental benefits. Here's how eligibility works:

- Full-time hourly – eligible 12 months from date of hire
- Salaried – eligible at date of hire

My spouse is having a baby soon, how do I file a claim for parental benefits?

The parental benefit supports associates with births, adoptions and foster-care placements that happen on or after Mar. 1, 2018. Here's how to file a claim:

- File a leave of absence claim with Sedgwick
- Work with your manager and facility people partner on your leave plans
- Enjoy your paid time off after the birth of your baby!

Once I've qualified for a paid parental leave, how much will I be paid?

Prior to your leave, we'll average your pay from the past 26 pay periods to determine how much you'll be paid while on parental leave. For example, if you averaged \$450 per week over the past 26 pay periods, then you'll receive \$450 for six weeks while on parental leave. You'll be paid through standard payroll processes with your tax and benefit deductions applied.

I took parental leave within the past twelve months and my partner is having another baby soon. May I use parental leave after the baby is born?

You may use paid parental leave benefits once every rolling 12-month window.

My spouse had a baby in Dec. 2017 and I took two weeks of parental leave at that time. Since I only used two weeks, may I take four weeks paid time off after Mar. 1 due to the new expanded parental leave benefit?

The parental benefit applies to births, adoptions and foster-care placements that happen on or after Mar. 1, 2018. In this case, additional time off under the parental benefit is not available to you.

My spouse and I are both Walmart associates and adopting a baby. May we both use the paid parental leave benefit following our adoption placement?

Congrats on your adoption! Yes, the paid parental leave benefit is available to both you and your spouse since you are both Walmart associates.